

What science can do

Innovative Medicines & Early Development (IMED)
Early Talent Recruitment: University Placement Student,
Graduate and Postdoctoral Programmes



What science can do

~200

Early talent and Postdoc
scientists

~500

Publications in scientific
journals each year

~1,000

Ongoing collaborations

Through great collaboration across our three science units, we are confident that we can deliver the next wave of innovative medicines to transform the lives of patients around the world. Our Innovative Medicines & Early Development (IMED) Biotech Unit applies its research and development capabilities to accelerate the progress of our pipeline.

As a global, innovation-driven biopharmaceutical business, we are committed to translating our ground-breaking science into the next generation of medicines that patients need.

Across AstraZeneca we are building an agile, high-performing culture with values that promote scientific curiosity as well as attract, develop and retain great people.

In our research laboratories and those of our partners, our focus is on scientific quality, smart risk taking and good decision making. This approach has helped us to build our understanding of disease biology and is the reason why our pipeline includes some of the most exciting and innovative molecules in development.

With more than 59,000 people in over 100

countries we are a global biopharmaceutical company that spans discovery, development, manufacturing, distribution and commercialisation. This means we are well placed to turn innovative molecules into life-changing medicines.



The Innovative Medicines & Early Development (IMED) Biotech Unit

We are committed to driving scientific advances in small molecules, nucleotides and other emerging technology platforms, to push the boundaries of medical science.

Each year we invest in excess of \$1 billion in discovering and developing the next generation of life-changing medicines, from initial target selection through to the end of Phase II trials. We employ more than 2,300 scientists and undertake research on a truly global scale, operating vibrant science centres across three continents.

Partnering and collaboration is a way of life for our teams. We work alongside scientists at many of the world's leading academic institutions to increase our understanding of disease physiology and help

accelerate the translation of science into drug discovery and ultimately innovative medicines.

We are pioneering new approaches to Open Innovation, creating a more permeable research environment where our scientists can freely share their ideas and collaborate on projects with the very best academic scientists.

We remain committed to a culture of openness and will continue to identify innovative ways to connect the great science happening in our laboratories with the best external science from around the world.

~2,300

People with a passion for science

>95%

of IMED Projects with a Precision Medicine approach

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Now is a great time to be a scientist in AstraZeneca. Working across a range of therapy areas, our IMED teams are focused on translating the really cool science that is happening in our labs into the next generation of medicines that patients need.

To make this happen we need great people who share our passion for science and who have the drive and determination to meet the unmet needs of patients around the world.

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Mene Pangalos, Executive Vice President IMED Biotech Unit and Global Business Development



Be the best you can be

The Undergraduate Industrial Placement Student (UIPS/Sandwich) Programme immerses individuals in the world of ground-breaking drug discovery, embedding undergraduates within highly dedicated teams creating impactful new medicines.

At AstraZeneca we believe in the potential of innovative science to transform the lives of patients around the world. This is only possible by identifying and developing the next generation of research scientists. The UIPS Programme is integral to achieving this aim and provides the first step in our investment to nurturing the science leaders of the future.

What you need to know

The programme lasts for 12 months with students aligned to drug discovery projects within the business.

Placements are based in the UK (Cambridge and Cheshire) and Sweden (Gothenburg) in our Bioscience, Chemistry and Pharmaceutical Development teams.

- You will have an experienced mentor to ensure that you maximise the potential the placement offers.
- You will become an expert in a wide range of modern methodologies and scientific techniques, with access to cutting-edge technologies.
- You will be expected to regularly discuss and present your science within your project teams.
- You will develop your technical skills, as well as the softer skills required for success, e.g. communication, data analysis, time management and presentation techniques.



Programme requirements

We are looking for high-performing biological sciences and chemistry undergraduates with a passion to broaden their knowledge and life experience in an innovative, science-dedicated research environment.

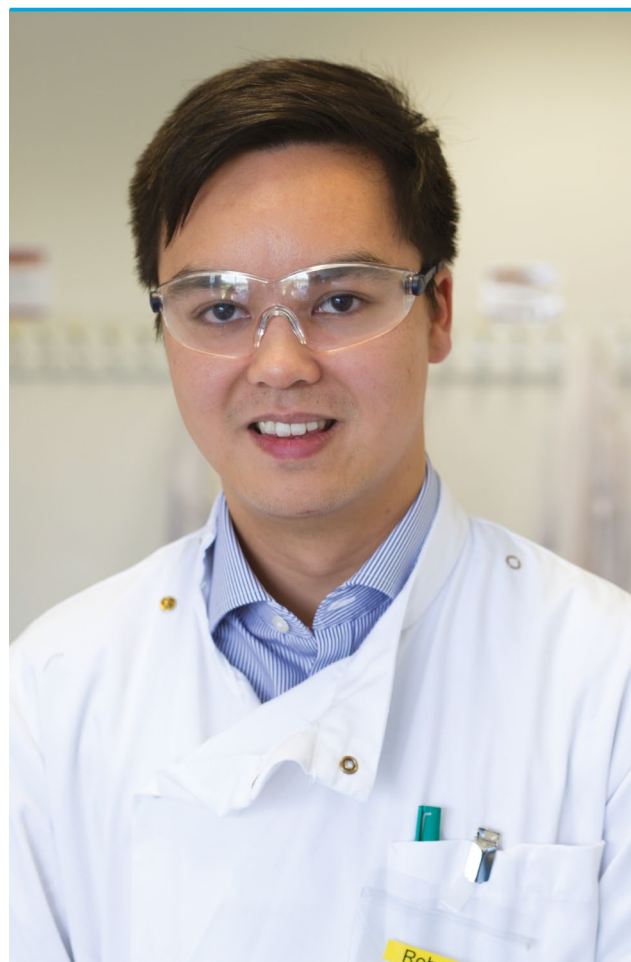
We particularly want people who are driven and motivated to create impactful new medicines – people who want to push themselves to be the best they can be.

Application process

Applications should be made via our careers website from September. If shortlisted you will be invited to a half day Assessment Centre at AstraZeneca where you will meet our current students, learn more about the UIPS Programme and have a site tour. You will also take part in an individual Technical Interview, individual Values Based Interview and Group Exercise.

We aim to confirm the outcome of your application within two weeks of you attending our Assessment Centre.

What Rob thinks



“ This is a great opportunity to try new things, and a chance to push yourself to learn about subject areas beyond your degree.

”

< Rob Hanson, previously an Undergraduate Industrial Placement Student, now a Graduate Scientist

What was the interview process like?	The interviewers made me feel at ease and positively probed my technical knowledge and motivation in order to get the best out of me. I enjoyed the tours of the laboratories and listening to scientists talk passionately about their work.
How much responsibility do you have?	Focusing on my own research project, I worked independently in the laboratory and managed my own time and experiments. I also worked alongside my supervisor to generate data to support active drug projects.
What advice would you give to students applying for your role?	Approach the prospects of doing an industrial placement with an open mind. This is a great opportunity to try new things and a chance to push yourself to learn about subject areas beyond your degree.
What do you most enjoy about your role?	I enjoyed building my knowledge of drug R&D. It was an exciting environment to work in knowing that each day you were involved in cutting-edge research and your work contributed to developing a medicine for patients.
What is the office atmosphere like?	Being surrounded by scientists on a daily basis, who were both passionate about what they do and supportive of each other, definitely created a vibrant and positive environment to work within.
What activities are there outside of work?	AstraZeneca have an internal early talent network (AZinspire) that run social events. This is a great way to meet new people and relax after work. There is also a sports and social club connecting colleagues who have similar hobbies and interests.
How promising are the graduate prospects?	After completing my degree I returned to AstraZeneca on the IMED Graduate Scientist Programme. No matter which direction your career takes, the experience will help you stand out in today's competitive market.

Discover your vocation

Our Graduate Programme is designed for those with a passion for science and a desire to make a genuine difference to the lives of patients – today and in the future.

At AstraZeneca, we are constantly looking forward and thinking about how science can meet unmet patient needs. During the course of the programme, you will have the opportunity to make a real contribution to our projects and could contribute to scientific breakthroughs that will help deliver the next generation of life-saving medicines.

What you need to know

This is a two-year programme where you complete three individual eight-month placements across Innovative Medicines and Early Development with a focus on breadth of experience.

- You will be based at one of our three strategic sites: Boston (US), Gothenburg (Sweden), or Cambridge (UK).
- You are enrolled on our Global Graduate Development Programme where we support the development of your softer skills, which are required to make the successful transition into industry.
- You will have a mentor for the duration of the programme who will provide career counselling and guidance.
- Your placement line manager will provide you with the necessary support to develop the technical skills needed to work with world-class scientists in state-of-the-art facilities.
- We also offer a competitive salary, relocation support and benefits that you would expect from a world-class company.



Programme requirements

We are looking for curious and creative, driven and determined individuals with a bachelors or masters degree in a broad chemical or biological discipline, who have recently graduated, or are due to graduate.

We particularly want people with a passion for science who want to push the boundaries of science to develop the next generation of innovative medicines to transform the lives of patients around the world.

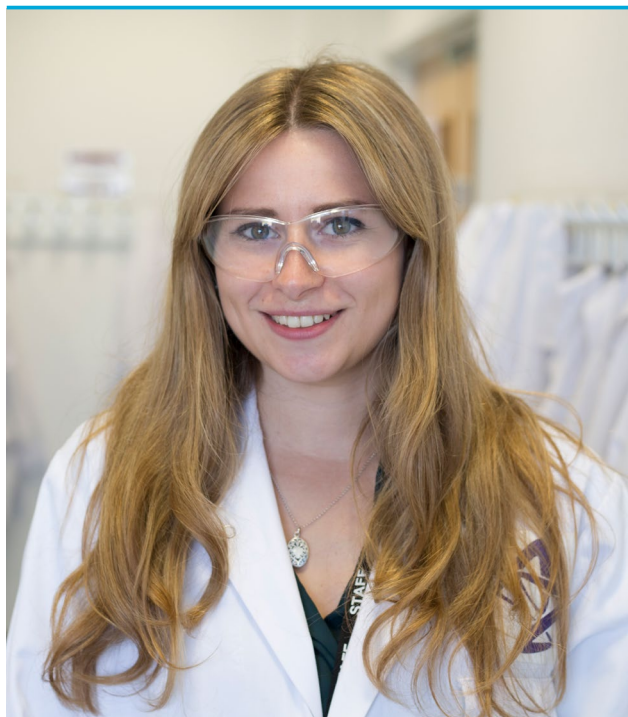
Application process

Applications should be made via our careers website from September. If shortlisted you will be invited to a half-day Assessment Centre at AstraZeneca where you will meet our current Graduate Scientists, learn more about the IMED Graduate Programme and have a site tour.

You will also take part in an individual Technical Interview, individual Values Based Interview and Group Exercise. We will also ask you to deliver a short, pre-prepared individual Technical Presentation on a topic of your choice.

We aim to confirm the outcome of your application within two weeks of you attending our Assessment Centre.

What Emily thinks



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I have learnt so much from the people within my teams. By sharing their knowledge and expertise they have helped me understand how I can become a great scientist.”

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Emily Talbot
IMED Graduate Scientist

What was the interview process like?	I was pleasantly surprised by the interview process. Once I talked to the other candidates and realised how encouraging the interviewers were, I overcame my nerves and relaxed into the day.
How much responsibility do you have?	A lot! In my first Drug Safety and Metabolism (DSM) placement in Genetic Toxicology I helped develop a novel cell-based assay for the detection of drug-induced genetic damage, then presented a poster on my project at a European scientific conference at the University of Cambridge. In my current placement I'm using Mass Spectrometry Imaging (MSI) techniques to map the biological distribution of compounds and metabolites.
What advice would you give to students applying for your role?	I think emphasising your willingness to learn is very important. Having done a summer internship rather than an industrial placement I may not have had the same amount of laboratory experience as other applicants, but I really communicated how keen I was to work hard and learn.
What do you most enjoy about your role?	Working with other talented scientists every day. I have learned so much from the people within my teams. By sharing their knowledge and expertise they have helped me understand how I can become a great scientist. Additionally, the knowledge that the work I do every day is contributing in some way to helping improve patients' lives around the world.
What is the office atmosphere like?	The passion people have for their work means there is always exciting scientific discussion going on. It's really energising to be a part of such a vibrant and productive environment.
What activities are there outside of work?	As well as AZinspire's social events outside of work, during the Graduate Development Programme modules we get to explore Boston, Cambridge and Gothenburg. It's been great making new friends and exploring new cities together.
How promising are the graduate prospects?	Since my internship experience, I knew I wanted to remain as a laboratory scientist, but wasn't sure I was experienced enough to start a PhD at graduation. The breadth of skills and confidence I've gained on the programme means I'm now focussed on securing a PhD. I'm also building my network to plan my longer-term future career in science.

Make a real difference

The Innovative Medicines & Early Development (IMED) Biotech Unit Postdoc Programme provides opportunities for ground-breaking research through collaborative working with the support of an academic supervisor in an environment that encourages learning and development.

At AstraZeneca, we are passionate about pushing the boundaries of science to create medicines for some of the world's greatest healthcare challenges.

As part of our commitment to be a scientific leader, AstraZeneca created a Postdoctoral Research Programme in 2011 to facilitate in-house scientific discovery.

AstraZeneca's Postdocs present their data at key scientific conferences and publish their data in leading journals. The programme has increased interactions with the academic community as each Postdoc has an academic mentor.

What you need to know

The expected tenure is three years, with the majority of positions available at our major R&D sites in Boston (US), Gothenburg (Sweden) and Cambridge (UK).

Projects are available across all research areas and scientific disciplines within the IMED Biotech Unit:

- Oncology
- Cardiovascular and Metabolic Diseases
- Respiratory, Inflammation and Autoimmunity
- Emerging Innovation
- Neuroscience
- Pharmaceutical Sciences
- Early Clinical Development
- Discovery Sciences
- Drug Safety and Metabolism
- Precision Medicine and Genomics

We offer a competitive salary and benefits package that you would expect from a world-class company. Relocation and visa support are also available if required.



Programme requirements

We are looking for motivated, enthusiastic individuals with an excellent scientific track record from a diverse range of disciplines.

We particularly want people who are passionate about translating cutting-edge science into drug discovery innovation.

Application process

Applications are accepted year-round via our careers website:

<https://careers.astrazeneca.com/students/programmes/post-doctoral-programmes>

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I want the Postdoc to have a really good experience while at AstraZeneca, tackling challenging scientific hypotheses, generating great data for great papers, all within a supportive environment. If this happens they will have contributed to the scientific goals of AstraZeneca and critically positioned themselves for the next step in their career. We want our Postdocs to use this experience as a launching pad for wherever they go next. Whether that is to remain in pharma/biotech, or return to academia.

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**Nick Brandon, Chief Scientist, Neuroscience
Chair of AstraZeneca Postdoc Committee**

What Michel thinks



- < Michel Vandenberghe
 - PhD from Pierre and Marie Curie University (Paris, France)
 - Joined AstraZeneca Postdoc Programme in October 2015
 - Works in Tissue Diagnostics, Precision Medicine and Genomics
 - Expertise: Application of Artificial Intelligence to Digital Pathology

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The IMED Postdoc Programme allows you to carry out and publish cool science much like in top academic environments while, at the same time, giving you the opportunity to acquire industrial experience which will widen your career opportunities.

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What was the interview process like?	The interview process assessed my technical skills as well as whether my behaviours were a good fit to the company values. The Value Based Interview was a good learning experience as this type of assessment was new to me. I was invited for an informal lunch, which was a great way to meet all the team members and better understand their activities.
How much responsibility do you have?	Within the framework of the Postdoc proposal, I lead my project by designing studies, carrying out experiments, interpreting results and presenting my work internally as well as in conferences and in writing in peer-reviewed journals. It is also my role to lead collaborations as appropriate with academic partners or internal collaborators.
What advice would you give to students applying for your role?	Your technical skills are more important in the selection process than your scientific area of expertise. Think about all the skills you have acquired in your previous experiences and imagine how you can use them to make yourself successful in the role you are applying for.
What do you most enjoy about your role?	As a Postdoc, I have significant freedom to explore various hypotheses and techniques in a way that is comparable to academia. To me, the added value of the IMED Postdoc Programme is the entrepreneurial spirit, which enables scientific findings to be translated into real-life applications.
What is the office atmosphere like?	It's great being surrounded by people coming from various scientific backgrounds and working together to achieve a common goal. Among the scientists directly involved in my project are computer scientists, diagnostics experts and pathologists, so I get to learn a lot from each of them.
How promising are the Postdoc prospects?	The IMED Postdoc Programme enables you to build new skills and expertise that will help you shape what kind of scientist you would like to be. In addition, the IMED Postdoc Programme allows you to carry out and publish cool science much like in top academic environments while, at the same time, giving you the opportunity to acquire industrial experience which will widen your career opportunities. The quality of the projects proposed by the programme allows publications in high impact factor scientific journals, which strengthens your credentials and will be useful when looking for your next professional challenge, including in academia.

What to expect

We focus on innovation. Entrepreneurial thinking plus a ‘challenge everything’ mindset are encouraged, as is speaking up – having the courage to be candid and to do the right thing, rather than the easy thing. This creates a dynamic culture where anything is possible, driving scientific excellence.

We believe that collaboration and challenge are key to meeting the unmet needs of patients.

Join us and you’ll find a team with a diverse range of perspectives, talents and ideas. A team that is pushing the boundaries of science and realising their own potential, through effective leadership, as well as excellent learning and development opportunities.

All our programmes offer fantastic opportunities to be part of a vibrant science community, working with world-class scientists and state-of-the-art technology. We strongly encourage all of our IMED Early Talent and Postdoc Scientists to become part of a broader network of AstraZeneca communities, which provides many opportunities to develop socially, professionally and academically. You will also have the resources and

support to enhance your broad business knowledge across AstraZeneca. By collaborating with colleagues on other AstraZeneca programmes such as Global Operations, Pharmaceutical Development and IT, you will work together to deliver a calendar of events throughout the year, including business, social and leadership information sessions.





What's next?

For more information about our programmes and how to apply, please visit our website <https://careers.astrazeneca.com/students> or use your smartphone to scan the QR code.

